

**B. AMENDMENTS TO THE CLAIMS**

1. (Currently Amended) A method of reducing employee resources through a planned resource reduction, said method comprising:  
identifying a surplus skill group;  
creating ~~at least one~~ or more ~~evaluation template~~ templates  
for the identified skill group, wherein each  
evaluation template includes one or more review  
factors; [[and]]  
storing the evaluation templates in a data store[[.]]; selecting an employee for surplus evaluation;  
retrieving employee data corresponding to the selected  
employee, wherein the employee data includes a skill  
group for the selected employee;  
locating one of the evaluation templates corresponding to  
the retrieved skill group;  
evaluating the selected employee using the located  
evaluation template; and  
storing the evaluation of the selected employee in a second  
data store.
2. (Cancelled)
3. (Currently Amended) The method as described in claim 1 wherein the creating further comprises:  
retrieving one or more pre-existing evaluation templates;  
and  
copying one or more pre-existing review factors from the  
pre-existing evaluation templates to one of the  
evaluation ~~template~~ templates.

4. (Currently Amended) The method as described in claim 3 wherein the retrieving further comprises:  
receiving a skill group identifier from a user;  
comparing the skill group identifier to a plurality of stored identifiers, wherein each stored identifier corresponds to [[a]] one of the stored evaluation ~~template templates~~; and  
identifying the pre-existing evaluation templates from the plurality of stored evaluation templates based on the comparison.
5. (Original) The method as described in claim 1 further comprising:  
storing the evaluation templates in a database managed by a database management system.
6. (Original) The method as described in claim 1 further comprising:  
receiving one or more job levels corresponding to the identified skill group; and  
creating one of the evaluation templates for each skill group and job level combination.
7. (Original) The method as described in claim 1 further comprising:  
receiving a skill group identifier from a user;  
retrieving one of the evaluation templates based on the skill group identifier;  
modifying at least one of the review factors included in the retrieved evaluation template in response to one or more modification requests; and  
storing the modified evaluation template in the data store.

8. (Currently Amended) An information handling system comprising:  
one or more processors;  
a memory accessible by the processors;  
one or more nonvolatile storage devices accessible by the processors;  
an employee resource planning tool to plan employee reductions, the employee resource planning tool including:  
means for identifying a surplus skill group;  
means for creating ~~at least~~ one or more evaluation ~~template~~ templates for the identified skill group, wherein each evaluation template includes one or more review factors; [[and]]  
means for storing the evaluation templates in a data store[.];  
means for selecting an employee for surplus evaluation;  
means for retrieving employee data corresponding to the selected employee, wherein the employee data includes a skill group for the selected employee;  
means for locating one of the evaluation templates corresponding to the retrieved skill group;  
means for evaluating the selected employee using the located evaluation template; and  
means for storing the evaluation of the selected employee in a second data store.
9. (Cancelled)

10. (Currently Amended) The information handling system as described in claim 8 wherein the creating further comprises:  
means for retrieving one or more pre-existing evaluation templates; and  
means for copying one or more pre-existing review factors from the pre-existing evaluation templates to one of the evaluation ~~template~~ templates.
11. (Currently Amended) The information handling system as described in claim 10 wherein the retrieving further comprises:  
means for receiving a skill group identifier from a user;  
means for comparing the skill group identifier to a plurality of stored identifiers, wherein each stored identifier corresponds to [[a]] one of the stored evaluation ~~template~~ templates; and  
means for identifying the pre-existing evaluation templates from the plurality of stored evaluation templates based on the comparison.
12. (Original) The information handling system as described in claim 8 further comprising:  
means for receiving one or more job levels corresponding to the identified skill group; and  
means for creating one of the evaluation templates for each skill group and job level combination.
13. (Original) The information handling system as described in claim 8 further comprising:  
means for receiving a skill group identifier from a user;

means for retrieving one of the evaluation templates based on the skill group identifier;  
 means for modifying at least one of the review factors included in the retrieved evaluation template in response to one or more modification requests; and  
 means for storing the modified evaluation template in the data store.

14. (Currently Amended) A computer program product stored in a computer operable media for reducing employee resources through a planned resource reduction, said computer program product comprising:

means for identifying a surplus skill group;  
 means for creating ~~at least one~~ or more evaluation ~~template~~ templates for the identified skill group, wherein each evaluation template includes one or more review factors; [[and]]  
 means for storing the evaluation templates in a data store[[.]];  
means for selecting an employee for surplus evaluation;  
means for retrieving employee data corresponding to the selected employee, wherein the employee data includes a skill group for the selected employee;  
means for locating one of the evaluation templates corresponding to the retrieved skill group;  
means for evaluating the selected employee using the located evaluation template; and  
means for storing the evaluation of the selected employee in a second data store.

15. (Cancelled)

16. (Currently Amended) The computer program product as described in claim 14 wherein the creating further comprises:  
means for retrieving one or more pre-existing evaluation templates; and  
means for copying one or more pre-existing review factors from the pre-existing evaluation templates to one of the evaluation ~~template~~ templates.
17. (Currently Amended) The computer program product as described in claim 16 wherein the retrieving further comprises:  
means for receiving a skill group identifier from a user;  
means for comparing the skill group identifier to a plurality of stored identifiers, wherein each stored identifier corresponds to [[a]] one of the stored evaluation ~~template~~ templates; and  
means for identifying the pre-existing evaluation templates from the plurality of stored evaluation templates based on the comparison.
18. (Original) The computer program product as described in claim 14 further comprising:  
means for storing the evaluation templates in a database managed by a database management system.
19. (Original) The computer program product as described in claim 14 further comprising:  
means for receiving one or more job levels corresponding to the identified skill group; and  
means for creating one of the evaluation templates for each skill group and job level combination.

20. (Original) The computer program product as described in claim 14 further comprising:
- means for receiving a skill group identifier from a user;
  - means for retrieving one of the evaluation templates based on the skill group identifier;
  - means for modifying at least one of the review factors included in the retrieved evaluation template in response to one or more modification requests; and
  - means for storing the modified evaluation template in the data store.